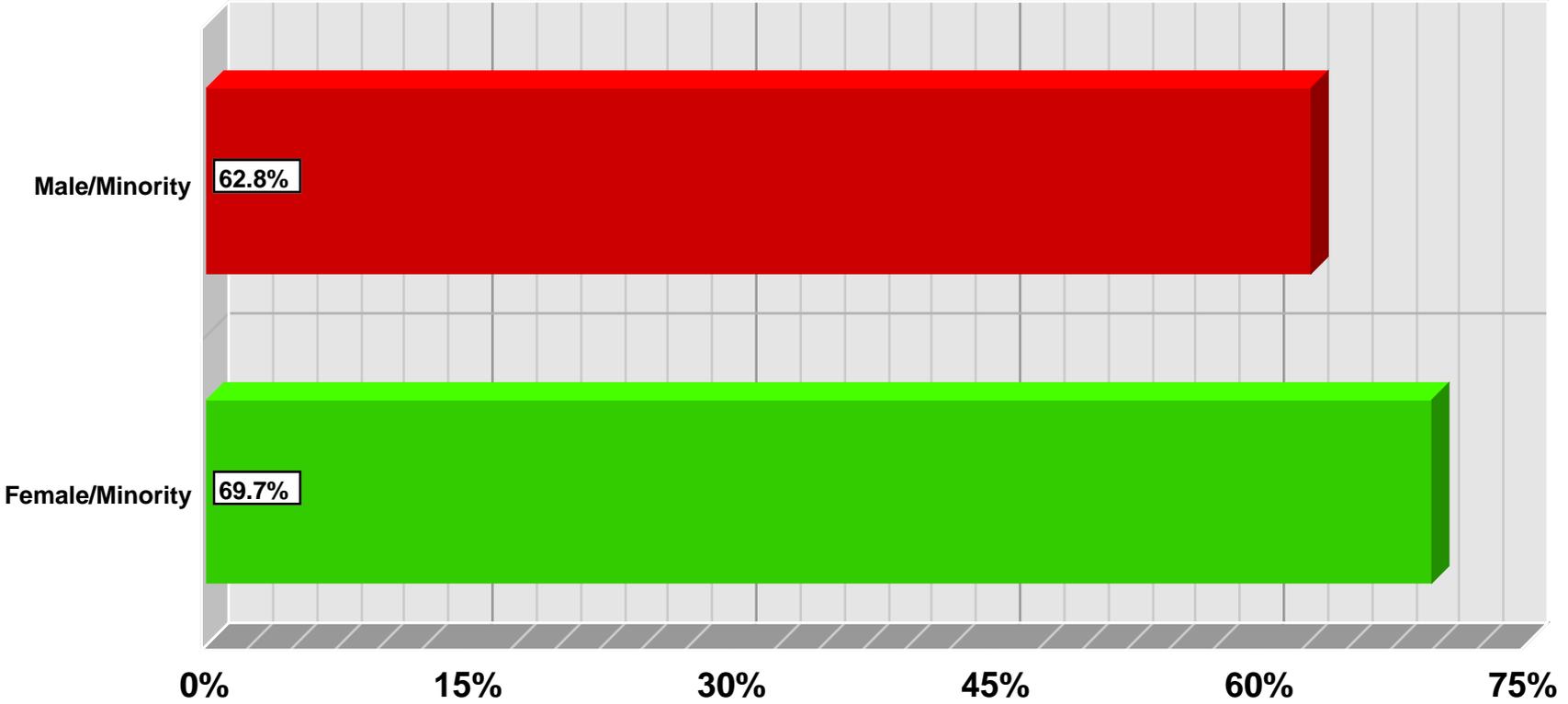


(86c) Are employee assistance programs available to you?



■ Significantly High Comparison

■ Neutral Comparison

■ Significantly Low Comparison